



Announcement – Labor Relations Officer

I am pleased to announce the appointment of Lily Cervantes to Labor Relations Officer, effective March 25, 2016.

Lily joined CAL FIRE as the Labor Relations Manager in February 2013. Prior to coming to the Department, Lily spent two years as a Labor Relations Specialist within the Resources Agency at the Department of Water Resources as well as the Department of Parks and Recreation. Before that, she worked four years in Labor Relations with the Department of Corrections and Rehabilitation.

Throughout her career in State service, Lily has participated in matters concerning employer-employee relations including internal investigations, resolution of employee complaints, contract administration and grievance handling, arbitration hearings and unfair labor practice charges. She has demonstrated experience in conflict resolution on sensitive and controversial matters.

Lily has also served as the Department representative during statewide contract negotiations and has developed and presented training in the area of labor relations, including contract interpretation, grievance handling, and issues relative to applicable state and federal labor laws and rules.

Prior to joining State service, Lily served five years in private sector as an Employee Relations Supervisor, where she participated on an inter-disciplinary committee in the area performance management and dismissals as well as provided recommendations for process improvements.

Lily is certified as a professional in Human Resources and holds a certificate in Labor Management Relations as well as Human Resources Development and Management with a professional concentration in Employee Relations from UC Davis. She is member of the Society for Human Resource Management (SHRM) and the California Public Employers Labor Relations Association (CALPELRA).

Please join me in congratulating Lily on her new assignment.

KEN PIMLOTT
Chief